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FROM 85 JUV04

INTELLIGENCE ANALYSIS AND PRODUCTION
MANPOWER AND SUPPORT REQUIREMENTS

17 AUG 1981

THE CHALLENGE:

Intelligence analysis and production remain a manpower intensive effort. Methods must be found during the remainder of this decade to ensure intelligence access to the necessary talents and skills. Linguists and regional analysts will be particularly critical, but engineers and technical specialists will also be in short supply. Ways must be found both to increase the skilled manpower available and at the same time to improve the productivity of the available personnel.

THE ESTIMATE:

The quality of intelligence production depends ultimately on the ability of well-trained, perceptive and efficient analysts to make sophisticated judgments based usually on limited raw intelligence. Language skills, area familiarity, cultural understanding, and special subject skills will improve the ability of analysts to contribute effectively to policymaker understanding of national security issues. We will need to improve the skills of our analysts, provide them with tools to enhance their productivity, and provide sufficient space to reduce distractions and enhance creativity and innovation. There will be serious problems recruiting and keeping people with special skills such as scientists, engineers, economists, etc. The private sector is in a much better competitive position unless we receive some relief, especially on salary levels. Specific program proposals are:

(a) Language Capabilities: Improve and broaden language skills; add more linguists for analysis and collection.

(b) Area Expertise: [REDACTED]

Provide opportunity for

periodic travel and study tours.

(c) Discipline Expertise: Additional external research funds will temporarily relieve this problem for analysis, but this approach cannot take the place of staff personnel. Provide special training for DDO case officers.

(d) Productivity Enhancement: Expand availability of SAFE by adding more terminals and programmers. Add to the CRAFT project.

(e) General Support: Support requirements not included in the other challenge papers. This includes recruitment, general training, medical service, security services, furniture, telephones, etc.

(f) Space: Provide sufficient office, computer, and other space to support additional personnel.

(g) R&D: Challenge-oriented research and development.

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THE PROGRAMMATIC IMPACT:

<u>Program Element</u>	<u>FTE</u>	<u>Yearly Cost</u>	<u>Capital Invest.</u>
Language Skills			
Area Expertise			
Discipline Expertise			
Productivity Enhancement			
General Support			
Space			
R&D			
Total			

25X1

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